

NEW WELLNESS PROGRAMS FOR 2007!

Need a Coach?

Do you want to make a change in your life? Have you been thinking about losing weight or trying to exercise more? Maybe 2007 is the year you'll choose to quit smoking, forever, or start eating a healthier diet. Why not get a little support from a health coach?

The State of Montana is excited to announce that as of January 1, 2007, all State employees and their adult dependents have access to **free health coaching**.

Health Coaching helps individuals make permanent changes in their lives. Health Coaching is not rigid or pushy. Instead, it focuses on helping an individual weigh priorities and make changes independently.

Individuals communicate with friendly, experienced health coaches at their own pace, by phone or email depending on the participant's preference.

To access free, confidential health coaching, simply call the same, toll-free number used to access all RBH services: **1-866-750-0512**

Eligible Participants Get \$300!

Why Weight?

You can lose weight and get **\$300** for participating in **Why Weight of Montana**, a State-funded program administered by RBH.

- Receive free access to Health Coach for ongoing support in losing weight.
- Gain 24-hour access to on-line Change programs that help you lose weight, exercise more, reduce stress, and quit smoking.
- Receive a **\$300** spending account that can be spent on a variety of services or products, including nutritionist or dietician services, gym fees, prescription costs, and more.
- Set and achieve goals, take control of your body and your life, and feel better about yourself.

Participation is voluntary and flexible. Why Weight of Montana is **FREE** to qualifying State employees enrolled in a health plan and their adult dependents. If your Body Mass Index (BMI) is 27, or greater, you may be eligible to participate.

Call now to find out if you're eligible: **1-866-750-0512**

FREE Annual Health Screenings!

We are very excited to tell you about the great changes we have made to the health screening benefit beginning 2007. Your participation will ensure its success and you can realize some cost savings as well.

- Health screenings will be held statewide, every year.
- **FREE** to all plan members and dependents over age 18.
- By participating in health screenings through the State, you save all co-payments or co-insurance that would apply through your health plan.

Tests are paid for through SOM HELP (State of Montana Healthy Employees Lifestyle Program) and include:

- Lipid Panel (glucose, cholesterol, HDL/LDL, triglycerides)
- CBC (Complete Blood Count) Blood smear, Hemoglobin, Hematocrit, Red blood cell (RBC) count, White blood cell (WBC) count, White blood cell differential count, Platelet count.
- CMP (Comprehensive Metabolic Panel)
- The PSA (Prostate Screening Antigen), as appropriate.
- Other optional tests at a discounted rate.

Watch for updates and schedules in upcoming e-mails, flyers, and newsletters. Retirees will receive notification by mail.

For more information: www.benefits.mt.gov/healthscreening

Shape Up Montana (SUMT)



In 2006, Shape Up Montana participants lost a total of over 2,600 pounds - almost 6 pounds each. This year, we have chosen the SUMT fitness program for State employees - it will run from February 1, to May 1, 2007:

- Cost is \$5 - type "State" in the green BSSG box when registering.
- Family members can register (you pay their registration).
- Program is statewide, challenge your friends.
- Shape Up Montana will e-mail you weekly exercises you can do at work or at home.

Here's some tips for getting active:

- Get some exercise AND volunteer, Walk a Hound, Lose a Pound. Contact your local humane society to volunteer.
- If it's too cold or icy outside, use the stairs in the office, briskly walk the halls.
- If you have a mall nearby, walk the mall. Many malls have groups of "Mall Walkers."

For more information: <http://www.bigskygames.org/shapeup/>



Qualifying Events

The following events allow dependents to be added to your benefits:

- Birth of a child
- Marriage
- Adoption/Pre-Adoption placement
- Court-ordered Custody
- Medical Child Support order
- Legal Guardianship
- Loss of other coverage
- Major adverse change in coverage

After your initial 31 days of hire, you have 63 days from the date of the qualifying event to enroll additional members to your health plan.

Your enrollment/change form **MUST** be received by the 63rd day at:

**Health Care and Benefits Division
PO Box 200127
Helena, MT 59620-0127**

Failure to comply with these guidelines may result in your dependent not being eligible to be added to your benefits. Please contact your payroll clerk for assistance on the forms and documentation needed to add dependents.

Wellness Tip - Form a Weight Loss Family

Whether it's with immediate family, coworkers, or friends, you can form a *Weight Loss Family* to help you and the people you care about lose weight. Form a support group that exercises and limits calories together. Make a rule that before anyone cheats (eats candy, skips the gym), they have to tell a buddy and get support. Log your progress and compare your notes weekly. Have fun getting healthy together!

Be a Winner in 2007!

WIN \$500

If you participate in the State's Maternity Assistance Program (MAP) during 2007, you may be eligible to win \$500 in cash! Participation is voluntary. RBH will award the prize randomly to an eligible participant early in 2008.

Baby on the Way?

Participating in your Maternity Assistance Program (MAP) entitles you to a free maternity health screening, a gift for completing the survey, free prenatal vitamins, and access to a Registered Nurse for support throughout your pregnancy.

The maternity program is free to all State of Montana employees enrolled in an eligible health plan, along with their enrolled dependents (including teenagers). The goal of MAP is to help moms have safe and healthy pregnancies and babies.



Call as soon as you know you're pregnant.

1-866-750-0512

Workers Compensation and Disability Management

The workers compensation program is alive and well at HCBD.

On September 8, 2006, we had a kick off meeting with Governor Schweitzer giving opening comments defining his commitment to the employees of Montana and the responsibility we have to provide effective disability and safety programs for both private and public sector employees.

Governor Schweitzer and his administration want the State of Montana Government to be the model employer stating that we should "set the standard" for all employers in Montana. In keeping with this, we have initiated a new program in employee disability management that will extend immediate return to work options to employees injured on and off the job.

Employees are our most valued asset, and we all rely on each other to get the job done each day. When a coworker suffers a disability and is unable to work, we all suffer in the loss of a friend, lost work production, heavier work loads on fellow employees, and the high costs of insurance that affect operations. Employees will no longer be "lost" in the system.

As soon as a treating physician releases a person to any level of work ability, we will get creative and identify alternatives in work that will allow a disabled employee to immediately return to work. This not only relieves the stress in the office but more importantly, it will relieve the stress on the disabled employee. We take these steps because it's the right thing to do.

In addition, we are undertaking a new safety initiative that will specifically identify and resolve unsafe conditions in the work environment. Our role in this will be to support each Agency in their efforts to provide efficient training, job site analysis, mitigation of safety hazards and in the end, prevent injuries from even occurring in the first place. The best disability management program is one that eliminates disability from the work place.

You will notice our concerted effort in the coming weeks and months in policy, program, and training opportunities being presented in your Agency. With questions, please contact:

Lance Zanto, Workers Compensation Program Manager
DOA/Health Care and
Benefits Division, Operations Bureau
406-444-5689, lzanto2@mt.gov

Health Coaching and EAP Counseling

You can help prevent personal injuries by participating in the State of Montana's ongoing wellness activities, including working with a personal health coach to make healthy changes in your life.

If you or a loved one are currently disabled, you can also contact the EAP to access a local counselor for help dealing with feelings of stress, depression, and other challenges you may be facing.

Simply call for coaching or EAP access: **1-866-750-0512**

Seasonal Topics

WARNING - Flu Bug Hits Montana

Keep you and your family bug free by following some simple rules of thumb:

- Wash your hands well and often.
- Cover your mouth and nose with a sleeve (or tissue) when coughing or sneezing.
- Stay at home if you're sick - don't share your bugs.
- If you have symptoms of the flu, call your doctor. Anti-viral drugs can help.

Cold or Flu Symptoms?

The following chart can help you determine if you or your loved ones are suffering from a cold or the flu. Check your symptoms and ask your doctor for advice.

COLD	SYMPTOM	FLU
Rare in adults and older children, but can be as high as 102°F in infants and small children.	FEVER	Usually 102°F, but can go up to 104°F and usually lasts 3 to 4 days
Rare	HEADACHE	Sudden onset, can be severe
Mild	MUSCLE ACHES	Usual, and often severe
Mild	TIREDNESS/WEAKNESS	Can last 2 weeks or more
Never	EXTREME EXHAUSTION	Sudden onset, can be severe
Often	RUNNY NOSE	Sometimes
Often	SNEEZING	Sometimes
Often	SORE THROAT	Sometimes
Mild hacking cough	COUGH	Usual, can become severe



Save Money at the Doctor

Tell your physician if you have had an employee health screening within the year. It can save you money if your doctor is ordering blood work that you already had done. You should send a copy of your blood work results to your doctor when you receive them back from the labs. This is an important part of your medical history.

FREE - On-line Health & Wellness

Did you know you can access information about wellness topics, including osteoporosis, dental care, high blood pressure, and more at the Personal Advantage website?

- go to: www.reliantbh.com
- click the **Personal Advantage LOGIN** button
- register using Company Name: **State of Montana**
- visit often!

GO GENERIC

Most prescription drugs are available under a generic label. Please check with your doctor, pharmacist, or call the Pharmacare to find out if generic medications are available for your prescriptions:

1-888-347-5329

IT SAVES YOU MONEY!

Pharmacy Options - Save Money by Mail

Did you know if you order your prescriptions through the mail, you save money and get up to a 90 day supply?

- PharmaCare Direct: **1-888-347-5329**
www.pharmacare.com
- Ridgeway Pharmacy (of MT): **1-800-630-3214**
1-406-777-5425

Don't Forget - Self Exams Save Lives

Conducting self exams and visiting your doctor regularly are the best ways to detect cancer early, when it's easier to treat. Women should do monthly breast self-exams, men should do testicular self-exams, and everyone should do skin self-exams. *See your doctor if you find any abnormality.*



Did You TeleBuddy this Month?

Join the State's TeleBuddy of Montana program by reminding the women in your life to do their monthly breast exams.

For a brochure or more information, please contact:

Diane Arave, Wellness Officer, State of Montana
406-444-3809 1-800-287-8266 ext. 3809
email: darave@mt.gov

Sugar and Obesity

Eating sugar does not make you "fat". Eating too many calories, not sugars, causes your body to produce extra pounds of body fat. Increasing your total caloric intake combined with a lack of physical activity will lead to an increase in body size.

Also note that "sugar-free" does not mean "calorie free". A sugar-free food may not contain sugar, but may contain calories from other carbohydrates, fat, and protein. To find the calories and total sugars in one serving of any packaged food, read the Nutrition Facts panel on the food label.

Quit Smoking!

FREE HELP is available for smokers and chewing tobacco users who make New Year's resolutions to quit in 2007!

- Free 6-week supply of nicotine replacement therapy is available for a limited time only - simply mention your New Year's resolution to quit when you enroll.
- Quantities are limited, so please CALL TODAY .
- Individuals who want to quit can call the Quit Line now:
1-866-485-QUIT (7848)

A Coach Can Help!

- Remember, the State also offers personalized health coaching to State employees and adult dependents.
- For help quitting smoking or making other permanent life changes, call a health coach: **1-866-750-0512**

STOP
SMOKING
FOREVER!

Sugar Facts

The Food Guide Pyramid and other dietary guidelines say to use sugar in moderation. Since sugar contains calories, high intakes of sweets such as candy, cakes, and pies can lead to weight gain. "Low fat" products are often higher in sugar and sometimes calories. You can decrease eating simple sugars by purchasing less processed foods that are made with sugar.

- 1 teaspoon of sugar has about 16 calories
- 1 teaspoon of sugar equals 4 grams

Take Charge of Your Benefits

1. Carry your insurance card with you. You never know when you'll need it, and your doctor's office is not responsible for keeping track of your insurance.
2. If you or a loved one is facing medical problems, make a folder for all correspondence, bills, and notes regarding the patient.
3. Keep a notebook to document all phone conversations with your insurance, doctor's office, etc., including names and dates.
4. Keep a list of questions to ask your healthcare providers, so you don't forget anything during your appointments.
5. Anytime you don't understand your insurance benefits or your explanation of benefits, call your medical plan or the Health Care & Benefits Division for assistance.
 - HCBD: 1-800-287-8266 or 444-7462 (Helena)
 - Blue Cross Blue Shield: 1-800-423-0805 or 444-8315 (Helena)
 - New West: 1-800-290-3657 or 457-2200 (Helena)
 - Peak: 1-866-368-7325

The State of Montana Health Care & Benefits Division is proud to provide this newsletter for employees and their families. This newsletter is distributed twice a year and focuses on topics to help State employees and their families get the most of their benefits, while living healthier lives. In total, 15,500 copies of this public document were published at an estimated cost of \$0.138 per copy, for a total cost of \$2,070.00, which includes \$2,070.00 for printing and \$0.00 for distribution.

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